

FY-16 AVIATION COMMAND RETENTION BONUS  
PROGRAM INFORMATION

1. Introduction. The Department of the Navy authorizes Aviation Career Continuation Pay (ACCP) in addition to Aviation Career Incentive Pay (ACIP) to enhance retention of career-minded aviation officers. The Aviation Command Retention Bonus (ACRB) has been reestablished as part of the Navy's ACCP Program that offers a retention incentive to O-5 commanding officers (CO). The intent of the ACRB is to retain the invaluable and irreplaceable experience and skill sets of the Navy's cadre of O-5 COs.

2. Contract Terms. The FY-16 ACRB offers eligible officers \$18,000 per year for two years of obligated service. If an officer's ACRB contract is approved by PERS-43, then that officer's two-year ACRB obligation period is his or her 21st and 22nd years of commissioned service. If an officer's ACRB contract is approved after that officer has completed 20 years of commissioned service, then that officer's ACRB obligation period begins on the date of contract approval, and ends two years later. In either case, the ACRB will be paid in two installments of \$18,000 (pre-tax amount). The first installment will be issued immediately upon contract receipt and approval by PERS-43. The second installment will be paid on the first anniversary of contract approval.

3. Eligibility

a. ACRB applicants must be currently serving as CO of an eligible operational (OP), operational training (OP-T), or special mission (SM) O-5 command in order to apply. Eligible commands are those OP, OP-T, and SM O-5 commands for which the annual Aviation Command Screen Board selects officers to serve as CO, excluding second-in-grade/sequential/bonus/Fleet Replacement Squadron (FRS) commands. Eligibility to apply for the ACRB ends on the last day of command.

b. ACRB applicants must be active duty unrestricted line aviators with a 1310 or 1320 designator.

c. ACRB applicants must not be obligated under a current ACCP agreement.

d. Reserve aviators who are recalled to active duty, mobilized reserve officers, and officers under Active Duty Special Work (ADSW) orders are not eligible to apply for ACRB.

e. An officer who has been selected for and has accepted transfer to another community is not eligible to apply for ACRB.

f. All requirements for ACCP participation delineated in OPNAVINST 7220.9 apply. Final determination of an officer's ACRB eligibility shall be made by PERS-43.

#### 4. Prohibitions While Under ACRB Contract

##### a. Lateral Transfer/Redesignation

(1) Aviation officers obligated by an ACRB contract are not eligible to apply for a lateral transfer/redesignation board or other programs that require a change of designator until they are within 12 months of expiration of ACRB obligated service.

(2) If selected for lateral transfer, redesignation, or other programs that require a change of designator, redesignation of the officer to the new community will neither be executed, nor will the officer be released to the new community for duty, until completion of ACRB service obligation or PRD from current orders, whichever is later.

#### 5. Repayment Policy

a. In order to maintain ACRB eligibility while under contract, officers must remain on active duty in aviation service in their 1310 or 1320 designator and continue to meet all eligibility requirements listed in this memo and in OPNAVINST 7220.9. Officers who fail to fulfill the terms of the contract will be subject to the repayment stipulations delineated in the DOD FMR Volume 7A Chapter 2 and OPNAVINST 7220.9.

b. An individual who is detached for cause (DFC), relieved, or removed from an assigned billet for adverse reasons, is no longer eligible for the ACRB. In these cases, scheduled future payments will be cancelled, as of DFC date, relief date, or removal date. Additionally, the unearned portion of ACRB will be repaid. If ACRB eligibility is terminated for DFC or other adverse circumstances, eligibility for any future ACRB offering will not be reinstated for any reason.

c. Any officer retiring from active duty prior to the expiration of ACRB obligated service as defined in this document will have the unearned portion of his/her bonus recouped in accordance with OPNAVINST 7220.9.

d. Any officer who has taken the ACRB contract who subsequently declines promotion to O-6 shall repay the unearned portion of ACRB monies received, as of the date that promotion is declined. For the purposes of this paragraph, the term "declining promotion" does not include declaring intent to retire or actually retiring while in a selected promotion status; nor does it include retiring while wearing the rank of CAPT with insufficient time-in-grade to retire as O-6, and thereby accepting retirement in the rank of CDR.

6. Application Procedures. E-mail a signed copy of the ACRB contract (enclosure 2 of this DGM) to Ms. Melinda Weeden at [melinda.weeden@navy.mil](mailto:melinda.weeden@navy.mil) (cc the ACCP program manager at [acipandaccp@navy.mil](mailto:acipandaccp@navy.mil)) and mail the original to Commander, Navy Personnel Command, PERS-435, 5720 Integrity Drive, Millington, TN 38055-4300. Applications must be received at PERS-43 while the applicant is still eligible or the application will be rejected. **The ACRB constitutes a binding legal contract, and will be considered binding as of contract approval date by PERS-43.** As such, applicants must sign and submit the FY16 ACRB contract exactly as written in enclosure 2 of this DGM, verbatim. Applications containing language or content deviations will be rejected. Please use the Microsoft Word template provided at:  
<http://www.public.navy.mil/bupers-npc/officer/Detailing/aviation/OCM/Pages/ACCP.aspx>

7. PERS-43 is the program manager for all ACCP program execution issues to include policy, eligibility, and termination. Upon acceptance of an officer's agreement by the program manager, the amount of the bonus becomes fixed and the officer will incur a firm service obligation.

8. Points of Contact. For application questions, please contact Ms. Melinda Weeden at (901) 874-3964, DSN 882-3964, or e-mail [melinda.weeden@navy.mil](mailto:melinda.weeden@navy.mil) or Mr. Paul Boundy at (901) 874-3947, DSN 882-3947, e-mail [paul.boundy@navy.mil](mailto:paul.boundy@navy.mil). For policy questions please contact the ACCP Program Manager at (901) 874-3484, DSN 882-3484, or e-mail: [acipandaccp@navy.mil](mailto:acipandaccp@navy.mil).